

Proposed South Australian Public Sector Enterprise Agreement: Salaried 2021

FREQUENTLY ASKED QUESTIONS

Why is there a ballot?

Following a number of enterprise bargaining meetings, discussions and negotiations with employee associations and employee representatives an offer for a new *South Australian Public Sector Enterprise Agreement: Salaried 2021* was made on 6 October 2021.

The proposed agreement will not come into effect unless there is acceptance by a majority of employees who vote during a ballot process and the South Australia Employment Tribunal (**Tribunal**) has formally approved the enterprise agreement.

The *Fair Work Act 1994 (SA)* (the Act) provides that “*agreement of employees to be bound by a proposed enterprise agreement may be indicated by ballot.*” Where a ballot is conducted, employees are to be given a reasonable opportunity to participate in the ballot, and if a majority of employees casting valid votes at the ballot vote in favour of the proposal, then the Tribunal can presume that there is a majority of support.

How is the Ballot being conducted?

The ballot is being conducted by CiVS, an independent online voting service. You will receive instructions from CiVS on how to register your secure vote. You are only eligible to vote once.

When is the Ballot being conducted?

The ballot **will commence 9:00am Thursday 11 November 2021 and close midnight Thursday 25 November 2021.**

How does the voting work?

Voting is voluntary. All employees are encouraged to vote. If you do not receive a communique from your Agency providing instructions on how to vote, or if you are away from the workplace and require assistance on how to vote, please contact the designated ‘Ballot Officer’ within the Human Resources Branch of your Agency.

What are the pay increases under the proposed Agreement?

Complete details of salaries (and rates) proposed to apply from the first full pay periods in August 2021, August 2022, August 2023 and August 2024, are detailed in the proposed agreement. A copy of the proposed agreement is on the Department of Treasury and Finance website at [Department of Treasury and Finance | Wages Parity Enterprise Agreement: South Australian Modern Public Sector Salaried Employees](#), or can be obtained from Human Resources in your agency.

When do the various changes in conditions apply from?

The conditions will apply from the particular date as specified in the clause. If no date is specified, the condition will generally operate from the date of approval of the agreement by the Tribunal.

For how long does the proposed Agreement operate?

The agreement will commence from the date of approval by the Tribunal and will nominally expire three years from that date. Under the Act, an agreement has a life beyond its nominal expiry date, namely until it is rescinded or superseded in accordance with the Act.

What is in the proposed Agreement?

This is a **summary** only – details are in the proposed enterprise agreement. If the majority of employees who vote accept the proposed agreement and the Tribunal approves it, in general the benefits to you include:

- three-year agreement to commence from the date of approval by the Tribunal;
- four general salary increases effective from the first full pay period commencing on or after the 1st day of August in each of 2021, 2022, 2023 and 2024 of 1.5% per annum;
- one-off payment of \$1000– (other than casuals and subject to conditions/criteria and *pro rata* for part-time employees);
- increases to on-call rates and allowances consistent with the general salary increases and operative dates;
- sharing of paid maternity or adoption leave when both parents are employed within the SA Public Sector, subject to all other provisions within the current clause;
- 6 weeks paid long-term carer/guardianship leave for an applicable employee (other than a casual) subject to conditions/criteria including in relation to the *Children and Young People (Safety) Act 2017*;

- amendment to the “Transfer to a Safe Job” clause to address the applicable rate of pay and conditions when a transfer takes place or “no safe job leave” is taken;
- graduate employees: engagement as a term employee extended for a period of up to 12 months duration (total engagement not to exceed 24 months) subject to successfully completing their study component; satisfactory performance appraisals and upholding the public sector values;
- continuation of Mental Health First Aid Training and refresher; and
- redeployment, retraining and redundancy provisions that maintain current time periods and case management arrangements concerning employees declared as ‘excess’ or ‘redundant’ whilst removing pre-declaration processes and obligations imposed on the statutory role of the Commissioner for Public Sector Employment.

English is not my first language – who can help me?

For translation of the proposed Agreement or any of the other materials you have received in relation to the proposed Agreement, translation services are available by contacting the Industrial Relations and Policy Branch in the Department of Treasury and Finance on telephone (08) 8226 4295. Arrangements will be made to provide these services at no cost to you.

Τα Αγγλικά δεν είναι η πρώτη μου γλώσσα – Ποιος μπορεί να με βοηθήσει;

Για μετάφραση της προτεινόμενης συμφωνίας ή οποιουδήποτε άλλου υλικού που λάβατε σχετικά με την προτεινόμενη συμφωνία, διατίθενται υπηρεσίες μετάφρασης επικοινωνώντας με τον Κλάδο Εργασιακών Σχέσεων και Πολιτικής (Industrial Relations and Policy Branch) στο Υπουργείο Οικονομικών (Department of Treasury and Finance), τηλέφωνο (08) 8226 4295. Θα γίνουν διευθετήσεις για να παρασχεθούν αυτές οι υπηρεσίες χωρίς κόστος σε εσάς.

Ai có thể giúp tôi - nếu tiếng Anh không phải là tiếng mẹ đẻ của tôi?

Về bản phiên dịch của thỏa thuận được đề nghị hoặc bất kỳ tài liệu nào khác mà quý vị đã nhận được liên quan đến thỏa thuận được đề nghị, dịch vụ dịch thuật có sẵn bằng cách liên lạc với Ngành Chính Sách và Quan Hệ Lao Động tại Bộ Ngân Khố và Tài Chính (Industrial Relations and Policy Branch in the Department of Treasury and Finance) qua số điện thoại (08) 8226 4295. Sẽ có sự sắp xếp để cung cấp các dịch vụ này miễn phí cho quý vị.

L'inglese non è la mia prima lingua - chi mi può aiutare?

Per la traduzione dell'accordo proposto o di qualsiasi altro materiale ricevuto in relazione all'accordo proposto, i servizi di traduzione sono disponibili contattando il Industrial Relations and Policy Branch ('Ufficio Relazioni Industriali e Politiche) del Ministero del Tesoro e delle Finanze al telefono (08) 8226 4295. Si organizzeranno tali servizi senza alcun costo.

Where can I get further information?

The Agreement Explained document provides an explanation of the proposed agreement, including the differences between the proposed agreement and the award or agreement conditions currently applying to you.

The proposed agreement can be viewed and downloaded from the Department of Treasury and Finance website at [Department of Treasury and Finance | Wages Parity Enterprise Agreement: South Australian Modern Public Sector Salaried Employees](#). Printed copies of the agreement or other material can be obtained from Human Resources in your agency.